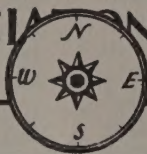


The COMPASS

AMERICAN ASSOCIATION OF SOCIAL WORKERS

130 E. 22d St.



New York City

MAY, 1936

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DEPT. OF SOCIAL WELFARE

MAY 2 1936

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VOLUME XVII, NUMBER 8

AMERICAN ASSOCIATION OF SOCIAL WORKERS

Meetings at the National Conference of Social Work

Atlantic City, N. J., May 28-30, 1936

1. Tuesday, May 26, 2-3:30 p. m.

Chapter Organization and Programs — Meeting of Chapter Chairmen

Arranged by Committee on Chapter Organization and Programs, Elinor R. Hixenbaugh, Columbus, Ohio, Chairman

2. Thursday, May 28, 9-10:30 a. m.

The Professional Base of Operations — The Association Program Meeting

From an Official—Dorothy Kahn, President

From Practicing Social Workers — Results of Some Group Discussions — Martha Maltman, New York

Discussants from National Membership Committee, Divisions on Employment Practices and Personnel Standards

3. Thursday, May 28, 2-3:30 p. m.

The Practitioners as a Force Within the AASW

Chairman, Helen Baum, Philadelphia

A Statement of Philosophy—by a Committee of the New York City Chapter Practitioners Group—Virginia Maxwell, Brooklyn, N. Y.

Discussants—Practitioner Representatives of Chicago and Philadelphia Chapters

Informal Reports of Practitioner Representatives of Other Chapters

The Association will have a consultation and exhibit booth at Conference Headquarters in the Auditorium on the Atlantic City boardwalk. Members of the staff will be available either at the booth or the hotel for conference on the various aspects of the professional association's national and chapter programs, and on the operation of membership requirements. Office hours: daily from 9 to 5:30, preferably by appointment.

A Federal Commission to Survey Relief Needs

The suggestion made by the Scripps-Howard newspapers for the appointment of a non-partisan commission of outstanding citizens, empowered to engage technical experts, to make a comprehensive survey of unemployment and relief, to the end that such a body could recommend to the President and the Congress a long range plan of public assistance, should win full support from social workers.

Such a commission could be expected to secure accurate facts on the extent of unemployment, the ability of state and local governments to share the expense of a relief program, the part which could be played by private agencies and the ability of industry to absorb the unemployed. Such data collected on a national basis by a fact finding commission and submitted with a recommendation for a long range program would be a great step forward in dealing with the problem intelligently and humanely on a national basis.

In submitting data on the extent of need to the House of Representatives Committee on Appropriations at a meeting of that body on April 13th, the AASW included in its material a recommendation that consideration be given to this proposal. There is a strong indication that the Senate Committee on Appropriations will consider a similar proposal when that group begins its deliberations on the President's request for an appropriation of \$1,500,000,000 for the continuance of the Works Progress Administration program.

Chapters are urged to bring this subject to the attention of members for discussion, and in the event of favorable action, to communicate with their senators and congressional representatives urging the consideration of this suggestion. Copies of communications endorsing the plan may also be sent to Mr. Max Stern, Scripps-Howard Newspapers, 1013 Thirteenth Street, N. W., Washington, D. C.

In the event this suggestion is acted upon by the President or Congress, the Association should be ready to make concrete suggestions outlining the factors which should be considered in making such a study. It has been suggested that chapters might be willing to submit to the national office proposals of this kind for consideration and compilation for use in case the Association is requested to supply such data.

"They Won't Work . . ."

Opponents of public relief, budget balancers and urgers of the rugged individualism theory, in explaining their stand frequently assert, "They

won't work when a job is offered"; "they" being the recipients of public relief.

Newspapers have echoed this sentiment time and time again. During the period when relief recipients were being assigned to WPA jobs the newspapers frequently carried accounts of the number of "unsuccessful attempts to assign relief recipients to jobs." These unsuccessful attempts were referred to in many newspapers as "refusals to work" and the instances used as evidence to support the theory that relief clients prefer relief to a job.

One New York newspaper, *The Post*, challenged chain newspaper publisher Paul Block's assertion that persons on relief were refusing jobs in private industry at \$75.00 a month. *The Post* asked Mr. Block to offer one job at \$75.00 a month. *The Post* received hundreds of letters from persons on relief, all of whom were willing and anxious to work even at the scale considered by Mr. Block to be adequate. Mr. Block to date has failed to either retract his charge or offer one of the writers a job.

In the January *Compass* in an article entitled "Job Refusals?" there was reported the evidence obtained from an investigation by the FERA of some 750 alleged cases of relief recipients refusing jobs in private industry. Only twenty cases could be substantiated.

The Works Progress Administration on April 3rd published the results of an investigation made by the Special Inquiries Section into "The Reasons for Failure to Accept Assignments to WPA Jobs in Urban and Rural Counties in Ohio." A total of 1259 cases were chosen at random from the files of the National Re-employment Service in the cities of Cincinnati, Toledo and Stark and Athens counties in Ohio. The results are enlightening. Of the 546 cases in Cincinnati, only three were found to be unjustifiable. Of the 420 cases in Toledo, only seven were unjustified, and of the 273 cases in Stark and Athens counties, none was found which could not be justified.

Some of the reasons for the failure of the persons to accept assignment were:

1. Already employed, not on relief.
2. Notification failed to reach the person because of change of address, incorrect address, notices miscarried.
3. Persons physically unfit.
4. Deceased.
5. Transportation not available.
6. Illness.

In one extreme case a worker would have had to travel 130 miles daily to accept a job on a WPA project.

Federal Housing Bill

The Housing Committee of the AASW has endorsed the basic principles of the Wagner-Elbogen Housing Bill (Senate No. 4424; H. R. No. 12164) and has sent information about the bill to the chapters, urging study of it and suggesting possible lines of action.

The Committee's endorsement of the bill is based on the fact that, in spite of various shortcomings and limitations, it recognizes the responsibility of the federal government for low cost housing, a fundamental principle which was approved by the AASW at the 1935 Delegate Conference. The bill calls for the establishment of a permanent federal housing authority and empowers this authority to make grants and loans to local public housing authorities and to other groups interested in housing. The appropriation called for is small and there is question whether the financial arrangements as set up will insure decent housing for the low income groups, but the Committee believes that the bill is a real step in the right direction.

Chapters are urged to discuss the bill with other interested groups, to send letters supporting it to the sponsors, Congressmen and members of the two Congressional committees in charge of the bill and to keep the Housing Committee advised through the national office of any action they may take.

Senate hearings on the bill will be held April 20, 21 and 22 and the Housing Committee plans to have members of the Association present testimony on the need of the client group for decent housing.

The New Jersey Crisis

The action of the New Jersey state legislature in defeating the "Luxury Tax Bill," designed to raise \$6,000,000 for relief, precipitated a crisis in New Jersey on April 16th, which resulted in the threatened abandonment of the state relief machinery and the immediate transfer of responsibility for relief from the state to local areas.

Reeve Schley, chairman of the State Relief Council, announced that after May 1st the Council would be disbanded if the legislature failed to adopt a new financing plan. In the interim \$500,000 of state funds, all that remains from previous appropriations, was allocated to the various local units. The state staff, which faces dismissal on May 1st, were assigned to assist city and county authorities to take over the problem in their jurisdictions and help in the establishment of local relief administrations.

Approximately 270,000 needy persons in the state are affected by the action. The City of Newark and towns in the Orange section prepared

to assume responsibility to provide aid for families in their jurisdiction on a temporary basis, although available funds were limited. Jersey City announced it could care for the problem on a temporary basis until a formal plan could be worked out.

The city manager of Trenton declared Trenton could not assume the burden. A similar statement was made by the relief director of North Bergen. All through the state, when the announcement of the chairman of the State Council reached officials, meetings and conferences were called to discuss ways and means of raising funds.

The Paterson Board of Finance voted an immediate appropriation for temporary relief and considered plans for a further appropriation in the event the state legislature fails to act to provide funds for state aid.

A serious situation is expected to develop in a few weeks when the final allocation of state funds is exhausted, if no further state funds are made available. Local units, while able to make emergency appropriations for temporary aid, are not expected to be in a position to create new revenue through tax rate increases or special taxes to provide adequate funds for relief.

In the event the state relief machinery is scrapped and personnel dismissed, it is not unlikely that standards of relief and care as well as standards of practice and personnel will be materially lowered.

This will undoubtedly result in a return to "pauper relief" methods and scales in New Jersey cities and towns.

Senate Committee Hearing

"The present relief situation is very serious and at the present moment there are more families whose care from day to day is more uncertain than at any time since the federal government first took steps in 1932 to relieve the distress caused by unemployment," Walter West, Executive Secretary of the Association, told members of the United States Senate Committee on Education and Labor during the course of his testimony submitted to that body at a session in the Senate Committee Chambers, April 16.

The Association was invited to submit evidence of the inadequacies of present relief programs and the present cost of relief to the Senate Committee which is holding hearings in connection with the Frazier-Lundeen Bill for Social Insurance.

Mr. West submitted for the record copies of the "Survey of the Immediate Relief Situation in Twenty-five States," "The AASW Outline of a Federal Assistance Program," and a copy of the April *Compass* article, "The President's Program vs. The Need," as supplementary data to this formal statement.

Alfred Winters Resigns from National Staff

Alfred G. Winters, secretary of the Division on Employment Practices since it was started two years ago, has resigned from the staff of the AASW, and is at present in flood relief service in New England.

Coming to the Association from the Cuyahoga County Relief Administration of Cleveland, Ohio, in 1934, Mr. Winters was keenly interested in formulating the position of the AASW in relation to the working conditions and employment relations of social workers. On behalf of the Division Mr. Winters assisted in the collection and preparation for ready use of a great amount of data on the subject.

On notification of Mr. Winters' decision to return to active practice in social work, the Ad Interim Committee took formal action expressing appreciation of the Association for the contribution he had made.

"What Courses Shall I Take?"

In the interest of those who have recently entered the field of social work without training, the New York City Chapter has published a report on courses which are available locally, including both professional and pre-professional or background courses. The information in the report as to what types of courses are offered by the various academic institutions in the city, what the entrance requirements and tuition fees are, who the instructor is and whether the course carries professional credit, academic credit or no credit, provides the worker who is interested in further preparation with specific data to guide him in the selection of courses. The chapter felt that it had a particular responsibility to assemble this information because the demand for courses in recent years, which has greatly exceeded the resources of the professional schools, has led to the establishment of new courses in many institutions about which the chapter has had no information.

This project in a city the size of New York was a time-consuming undertaking requiring six months of research by the committee appointed by the chapter for this purpose and resulting in a report of 72 pages. The material assembled gives comprehensive information on the four following questions which the committee undertook to answer:

1. Where a student can secure professional training for social work;
2. Where a student who is unable to give full time to study can enroll in courses that are credited toward the diploma of a professional school;

3. Where a student can enroll in courses on an undergraduate level that give background for the professional study of social work; and
4. Where a student who holds a position with a social work agency can enroll in courses that will more adequately equip him for the work that he is doing.

Characteristics of a New Member

The typical member coming into the Association at the present time, as shown by an analysis of intake in January and February of this year, is a junior member who is college graduate with graduate work at a school of social work, is between 25 and 30 years of age, is a staff worker rather than a supervisor or executive, and is employed in a public agency.

Of the total of 210 members admitted during these two months, 149 were junior members and 61 were full members. Only five in the total group had less than a full college course and only 34 had undergraduate professional training. Twenty-seven held graduate degrees in social work and 14 held graduate degrees in other fields. Those employed in public agencies numbered 134, the large majority of juniors being in this group (107 out of 149). Of the full members, slightly more were in private than in public agencies (34 out of 61).

The members admitted in January had attended 24 different member schools of the Association of Schools and those admitted in February attended 25 different member schools. Nine members had secured their technical courses and field work in social work curricula not in the membership of the Association of Schools, but accredited under AASW criteria.

Most of the new members were in chapter territory—186 out of 210. Men were represented in the intake to the extent of 18 per cent.

THE COMPASS

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RELIEF AND WORK PROGRAMS

Proceedings of 1936 Delegate Conference

OFF THE PRESS MAY 20th

A record of the three-day conference proceedings, containing all formal papers and reports, complete with tables and charts, including an outline of a federal assistance program, two hundred pages (6x9 full book size) printed in clear type on good quality book paper, bound in cloth, the title imprinted on the binding and cover.

In order to make this volume available at \$1.00 a copy, it was necessary to take advantage of all discount and cash concessions, simplify bookkeeping procedures and reduce the expense of handling correspondence and shipments to a minimum. For this reason, only those orders can be filled which are accompanied by a check or money order for \$1.00.

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Five Years of Unemployment and Relief

Relief and Work Programs, the Proceedings of the 1936 Delegate Conference, is more than a record of an annual meeting of the American Association of Social Workers. This volume is a symposium of some of the best informed thinking in this country on the subject of unemployment and relief contributed by social workers, economists, state and local administrators, and public and private social agency executives who have been directly concerned with the problem of public assistance during the past five years.

As a source of reference this publication will be valuable not only this year, but for years to come. Social workers, executives, board members, informed lay persons, and students of social ills and public affairs will find in this collection of papers a fund of information and valuable material available in no other volume or collection of volumes published during the past five years.

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Professional Standards Applied

It is gratifying to find that the March issue of the official bulletin of American Public Welfare Association devotes its space primarily to discussion of personnel standards for public welfare on the basis of professional qualifications along lines which the American Association of Social Workers has endeavored to build into public and private social work throughout the years of its growth.

Federal Civil Service

Members of the American Association of Social Workers who feel qualified to apply for positions under the Social Security Board will be watching for announcements of examinations offered by the United States Civil Service Commission.

The following are basic classifications under the United States Civil Service:

Welfare workers (assistant, welfare, and senior)—\$1620 to \$2600.

Case workers (assistant, case, and senior)—\$1620 to \$2600.

Social economists (assistant, associate, social, and senior)—\$2600 to \$4600.

Technical advisers—\$3200 to \$4600.

Directors (assistant, associate, and director)—\$5600 to \$8000.

Requests for Outline Reprints

A limited number of reprints of "An Outline for a Federal Assistance Program" adopted as a resolution at the Delegate Conference, are still available. During the past month the national office has supplied numerous requests for copies of this outline.

The Cincinnati Chapter reports mailing copies to editors, state and local legislators, congressmen and senators and other officials, together with a covering letter calling attention to the suggested program.

Chapters planning a further distribution of this material may secure reprints as long as the supply lasts.

Facts for the Public

The Kansas City, Missouri, Council of Social Agencies focused public attention on the Kansas City relief crisis this month with a folder entitled "Let's Face the Facts." The folder describes in detail the plight of thousands of families in that community who were left destitute because of the failure of the state and local governmental units to make appropriations for relief when federal relief funds were exhausted.

Following the distribution of the folder women's organizations and other groups began a campaign to bring the situation forcibly to the attention of local, state and federal officials, urging immediate and appropriate action to make funds available to meet the need.

HOUSING NEWS

The introduction of the Wagner-Allenbogen bill referred to elsewhere in this issue is the outstanding event in housing this year.

* * *

The first Management Training School conducted in Washington by the National Association of Housing officials, terminated its four months' course on Thursday, March 26th. About thirty students from all over the country successfully completed the course consisting of classroom and practical field work instruction. Dean Donald Slesinger of the University of Chicago was head of the school and the faculty was comprised of experts from the field of real estate, social work and managers of several going housing projects. Secretary Ickes agreed to give the students preference in jobs for managers in housing projects which are being constructed by the government.

* * *

Recent publications of interest in housing for social workers are:

Why Abandoned Buildings Should Be Demolished—Tenement House Committee, Charity Organization Society, 105 East 22nd Street, New York City.

Housing for the Family—Women's City Club, 22 Park Avenue, New York City.

Housing Digest—Public Works Administration, Housing Division, Washington, D. C.

Songs from the Slums—Toyohiko Kagawa, Cokesbury Press, Nashville, Tennessee.

The Status of Housing Projects, March 15, 1936—A. R. Clas, Director of Housing, Federal Emergency Administration of Public Works Housing Division, Washington, D. C.

Housing News Notes, published regularly by the Jewish Social Service Association of New York for its staff members. Contains information regarding Multiple Dwellings Law, housing news of various cities, etc.

* * *

Representatives of the Building Trades Organizations adopted a housing program, which was approved by the American Federation of Labor, dealing with the problem of providing new housing for families in the \$1500 a year and lower income brackets. They recommend that a new National Public Housing Authority be set up represented by labor and consumers to carry out the work and that Congress appropriate \$500,000,000 to be expended in the next two years for the purpose.

* * *

At the National Conference of Social Work to be held in Atlantic City, housing will again be discussed. Tentative plans call for discussion on "Community Environment in the New Housing" and "New Housing and Health." Speakers will be Clarence A. Perry, Abraham Goldfeld, Dr. Nathan Sinai and Dr. Haven Emerson.

Relief Calculating Chart

An interesting chart for estimating relief costs in a composite program of direct relief and work relief has been developed by the New York State Temporary Emergency Relief Administration. By means of the chart, which is based on unit case-month costs for home relief and work relief in New York State, it is possible to obtain, at a glance, total cases and total cost for any combination of direct relief and work relief. Conversely, for any given combination of total cases and total cost, the chart computes the breakdown of direct relief and work relief separately, showing both cases and costs.

The chart was designed by Edward T. Frankel, Director of Research and Statistics of the Temporary Emergency Relief Administration, who states that its construction was based upon mathematical principles discovered by Professor Maurice d'Ocagne of France, author of *Traité de Nomographie*.

On Staff Education

Chapters and individual members over the country are trying to define their position as to the relationship between professional education and definite staff training programs in social work. Certain immediate necessities force thinking along this line and also obscure the fact that staff training is a normal need. The principal elements that dictate provisions for staff training seem to be as follows:

1. Special orientation required for particular agencies and agency functions may not be available and perhaps not inherent in professional education.
2. Examination and interchange of experience is desirable within any agency as a means of improving agency practice of social work and staff approach to practice.
3. Broad orientation in the field of social work is necessary to enrich staff understanding where staff lacks professional educational background and experience which have bearing on the narrower function of the one agency and position, and on the worker's ability to function in relation to other social agencies.
4. Opportunities are needed for existing staff to acquire or supplement professional education which leads to better professional status and accruing benefits to the individual and the field.

Problems of 1936 have to do especially with facts with regard to the supply and demand of professional social workers, newly created positions in public welfare which should be built in under adequate personnel, and facts with regard

to limited professional educational facilities, limited resources of personnel qualified and interested to take advantage of professional training. There is also the fact that recently emphasized conditions in the field and recently expanded welfare provisions force themselves as they should, into the formalized professional training picture; and this creates for schools of social work a problem of assimilation which requires much discrimination and testing.

These things re-emphasize the need for various agency provisions that will increase the competency of social work personnel.

If the principle elements suggested above as dictating provisions for social work staff training are sound, it is important for social workers to address their thinking to the several needs for such provisions. If it is necessary to limit planning to one or two of these needs it will be important to keep that limitation and the reasons for it clearly in view. The partial nature of provisions can therefore be regarded as subject to review and will be less likely to develop under the handicap of appearing to do something which is not intended.

It may be wise to keep in mind that a well established system, such as civil service in Great Britain, has in the case of technical and professional positions found it expedient to utilize various kinds of provision for developing competency in its personnel, following a careful initial selection of personnel. Resources outside the civil service system, plus resources developed within it, are used. Varying degrees of responsibility for the cost of training have been assumed by the government in Great Britain, depending upon what training facilities are otherwise available. Long years of experience have developed the degree of adequacy in the British civil service system today.

Professional social workers in the United States are trying to relate to the current situation the gains that have been made in professional education for social work without perpetuating the defects that experience in the process may have shown. Training programs for large public welfare departments are under consideration. Private agencies increasingly plan for staff education.

Present staff needs and plans should be geared as closely and consistently as possible to what has been built out of experience into professional education for social work, and also to what is the only nationally accepted standard for professional status for social workers. These standards are not static and, properly used, they should represent the direction or sides of a ladder. Many of the rungs of the ladder have to be constructed or replaced.

—C. C. R.

Agency Standards and Practices

A study of agency standards, recently undertaken by the Membership and Employment Practices Committee of the Philadelphia Chapter, shows some interesting facts and raises some important questions.

The material used as a basis for the study was the tentative statement of "Criteria of an Approved Agency" and the questionnaire for evaluation under these criteria which were drawn up by the National Membership Committee. To these criteria was added a section on Employment Practices drawn up for this purpose by the National Division on Employment Practices. Since these criteria are stated in general terms, it was the purpose of the Philadelphia Committee to see what specific standards might be indicated by studying existing standards and practices in a group of local agencies.

Accordingly, 30 agencies were selected including various types of case working agencies (family, children's, hospital, protective, etc.), group work and community organizations, and institutions. Twenty-two of these cooperated in the study of which 20 were grouped as case work agencies. Both public and private agencies were represented (5 public agencies and 17 private). The value of the study was greatly enhanced by the discovery, after it was under way, that a somewhat similar, though more extensive study, covering 89 agencies and 729 individual social workers, had been made in 1924. This made it possible to show trends on certain comparable points.

Actual standards and practices were found to vary so widely that the Committee found itself in difficulties when it came to determining what norms might be indicated by the findings and therefore referred to the chapter for further consideration some questions as to what would constitute desirable standards. Agency staff requirements in regard to education and training for new staff workers, for example, show great variation. Though college graduation is required by 13 case working agencies, 7 others have lower standards ranging anywhere from college "equivalent" to no education requirement. The training requirements for the case working agencies are so miscellaneous that eleven different classifications are required ranging from graduation from a school of social work through "some work" at a school or "plans" for such work or "previous experience," down to no training or experience requirement.

College degrees and some professional training are characteristic, on the whole, of staff members in charge of training or supervision. Those without college training in most cases have a back-

ground of considerable experience supplemented by extension courses in schools of social work. The public agencies measure up well with the best of the private agencies on this point as all of the supervisors are college graduates and have a substantial amount of professional training, with a high proportion of graduates of schools of social work among them. Comparison with the 1924 study shows some significant trends in the qualifications of this group. Although it is important to bear in mind that the 1924 study included a larger group of agencies, it is nevertheless interesting to note that nearly one-half of those responsible for supervision had only a high school education and that only 15% had any professional training, which was defined to mean those who had registered at a school of social work for anything from one course up. Although experience was a more common method of preparation in 1924 than formal training, it was found that 35% of the assistant executives and sub-executives had had no previous social work experience.

Practically all of the agencies included in the recent study encourage workers to increase their professional equipment by giving them time off for professional courses, attendance at social work conferences, etc. An allowance of two hours a week for professional study is so generally accepted that it seems to constitute a standard of practice in Philadelphia. Policies in regard to leaves of absence for professional study show considerable variation. Thirteen agencies out of the 22 state that they grant leaves of absence but the time allowed varies from two or three weeks to 9 months. The public agencies show a more uniform policy as they allow three weeks or two weeks plus vacation. All of the agencies but one allow time off for attendance at conferences, and fifteen of them pay part expenses. The public agencies allow time but do not pay any part of expenses.

Considerable progress in agency practice relating to inexperienced workers seems to have been made since 1924. Ten of the 22 agencies state that they do not employ inexperienced workers. Those which do employ them give careful attention to their training through individual supervision and conferences, frequently supplemented by formal courses. In 1924 few agencies had a definite plan of training for new workers, the staff conference was more frequently used than the individual conference for training new workers, and the more experienced staff members rather than the new staff members were the ones who were expected to take courses.

Personnel practices examined in both studies include salary range, hours of work, vacations and sick leave policies and provide some interesting

comparisons. The salary data in the two studies unfortunately are not comparable as the classifications are different and the 1924 study shows actual salary received while the 1935 study shows salary range. Such evidence as there is, however, would indicate that there has not been much improvement in the salary situation. In 1924, for example, 75% of the staff workers were found to receive less than \$1,560 while in 1935 the salary range for 75% of the staff workers (excluding County Relief Board workers) is from a minimum of less than \$1,450 to a maximum of less than \$2,040. When the C.R.B. workers are included, the range for 75% of the staff workers decreases to a minimum of less than \$1,000 and a maximum of less than \$1,500. The practice of informing the staff of the basis on which increases are made is still not a general one. Although 21 agencies of the 22 agencies studied in 1935 report salary ranges with definite minimum and maximum rates, only 11 of these agencies state that the basis of increase is known to the staff. The public agencies have a more clearly defined basis of increase than some of the private agencies.

Though the salary picture does not offer much encouragement, the social worker today at least works shorter hours than in 1924. In 1935 the weekly schedule of hours in 19 of the 22 agencies (81%) was less than 38 hours a week while in 1924 only 9% of the agencies had a working week of less than 38 hours. Agencies are vague about overtime as only five agencies of the 22 agencies are able to give definite figures as to the amount. Twelve others report overtime but cannot estimate the amount.

The vacation standard in Philadelphia agencies now seems to be definitely established at one month as 85% of the agencies report this amount. No agencies give any vacations longer than one month in contrast to 1924 when the vacation standard in 65% of the agencies was one month but 14.5% of the agencies gave more than one month. The percentage of agencies giving vacations of less than one month was about the same in 1935 as in 1924. The vacation standard for clerical workers, however, has improved during this period. Only 19% of the agencies in 1935 gave less vacation to clerical than staff workers as compared with 35% of the agencies in 1924.

Sick leave policies have become somewhat more standardized as 54.6% of the agencies now have some kind of a definite policy in contrast to 27.2% in 1924. A definite period of notice in case of dismissal or resignation also seems to be a fairly generally adopted practice. Definite periods ranging in length from 2 weeks to three or six months are reported by 19 agencies, one month being the most common period for both agency and worker.

All 22 agencies were found to be covered by workmen's compensation.

Questions on desirable standards which the committee making the 1935 study has referred to the Philadelphia Chapter for consideration are as follows:

1. What are the essential standards which go to make up a good agency?
2. What kinds of responsibility is it most valuable for Boards of agencies to take?
3. To what extent are Boards conscious of the existence of the AASW and its membership requirements? Does this consciousness affect the standards set for their personnel?
4. What constitutes a good standard in the selection of workers? And why?
5. What is an adequate program of staff instruction? Is such a program essential for "experience" to be professionally valuable?
6. How should the training and experience of workers be related to responsibility in the agency? To salaries? To promotion?
7. What is a sound basis for salary increase and professional advancement? How can this be determined?
8. What are the reasons and how valid are they, for agencies accepting "equivalents" or "previous experience" in lieu of college or professional education?
9. How valuable for protecting professional services is a clear cut policy on the part of the agency with regard to vacations, sick leave, hours of work, etc.? Is overtime work good practice?

Transferability of Experience in Social Work

In a field like social work which is expanding and developing on several fronts, transferability from one kind of program within the field to another is important. The schools of social work have recognized this and have worked steadily on curricula and training plans which are designed to prepare students for social work rather than prepare them primarily for certain specialized programs. A beginner entering the field seeks a position among the agencies carrying on the type of work toward which his aptitudes and interests lead him; but in any case he takes a job. In taking that first job the die is cast for a good many and they go on from position to position in that same type of organization. Others change from one agency grouping to another.

While many who are registering with Joint Vocational Service now are students just about to take their first social work positions, the majority are social workers of experience. Some of the latter have had school preparation; some have not. Some have had experience in a variety of programs; some have worked for the most part in one type of agency. Assuming competency on the part of the entire group of experienced work-

ers, which is for the most part true, what are the elements that make it fairly easy for some of them to change from one program to another and that make their services quite generally marketable? Regardless of which part of the whole field is producing the greatest demand for personnel, there is little doubt that those who have had the advantage of preparation in one of the recognized schools in recent years have a superior asset. As would be expected, the person whose chief experience has been in agencies known to have high standards has an advantage over the person whose work has been in agencies little known or thought to have low standards. Yet these facts in regard to professional education and the standing of agencies in which he has worked, do not wholly account for the ease with which one social worker may move from one agency grouping to another and the difficulty with which another does so.

It is particularly essential in an expanding field that the available competent personnel should have a high degree of transferability. There was no forecast, six years ago, of what demand these recent years would bring for social work personnel. While the trends seem much clearer now and indicate continued demand in quantity, we still are not in a position to forecast accurately the variety of skills that will be called on in any one of the agency groupings as far as the requirements relate to what the candidate has gotten from his experience. For, along with expansion of public welfare service, there is also a realignment of private agency programs and standards.

Are there types of experience which have limited marketability either in relation to other positions within that same social work specialty or in relation to positions in other social work specialties? Are there types of experience in certain fields which prove advantageous as a basic experience in which to develop skill? Professional education as an essential for an inexperienced person and to a growing extent for the experienced person, is increasingly specified in employers' requirements. This has not happened only because of the demonstrable advantage of training, but is also due to analysis of training plans and agency needs on the part of the leaders in the schools and their advisors in the field of practice. The results of such analyses have geared curricula and field work programs to the experience and needs of the field. JVS feels the need to have such study carried a step farther in an effort to discover, if possible, the bearing on transferability, of the early social work experience. Members of the AASW, when acting in the capacity of employers or advisors to civil service commissions, are quite constantly setting up requirements for positions for experienced personnel and making

certain demands as to the qualifications of those sought for these positions. Have certain kinds of experience, especially in the early work career, proved better foundation than others? If so, what are the essential elements? Can analysis bring to light criteria by which an individual's work may be evaluated on the basis of the use he has made of whatever experience he may have had? Might this not aid a social worker to avoid vocational isolation and to insure fitness for various agency programs?

JVS is aware of the lack of tested vocational data in the field. That such data, including facts and opinions, is wanted is evident from the inquiries constantly received. The advisory group aiding JVS is giving thought to this. Are not some of the chapters interested in undertaking through committees the far from easy but challenging and needed job of trying to discern what are the essentials that make up basic experience following professional education in social work?

LILLIAN A. QUINN.

New York C.O.S. Adopts Retirement Plan

The New York Charity Organization Society adopted a retirement plan on January 1st, 1936. The need for such a plan had been recognized for some time by the Society. The Board considered a systematic retirement plan socially constructive and felt that some definite provision should be made for a staff which by the nature of its work was excluded from the Social Security Act. It was thought that such a plan would eliminate anxiety over old age dependence and thus help to maintain stability of performance and more effective functioning, replace the uncertainty of discretionary pensions with the security of an earned retirement income toward which the worker had himself contributed, decrease the Society's eventual pension costs by the establishment of a reserve system on a contributory basis, and enable the Society amicably to retire workers whose usefulness had been diminished by age. The Board considered that a regular retirement plan on a contributory basis would recognize the responsibility of the agency for the service of the staff and would insure security in a non-paternalistic manner.

The C.O.S. staff committee appointed to study retirement plans considered carefully the principles recommended by the AASW committee, outlined in the April, 1936, *Compass*. Insofar as was practical these principles were followed in the C.O.S. plan. Group insurance contracts, underwritten by insurance companies, do not, by and large, make it possible to carry out these recom-

mentations in their entirety, because of the expense involved. A plan such as the one conducted by the Teachers Insurance and Annuity Association of America, established by the Carnegie Foundation, is able to offer the individual benefits involved in the AASW principles at a cost possible to the agency, but the C.O.S. as a whole was not eligible for this plan. The New York School of Social Work, as a department of the C.O.S., was able to carry out its annuity program through this plan.

In the Teachers Insurance and Annuity Plan the premiums paid by the employer are based on a certain constant proportion of the employee's salary and accrue yearly to the benefit of the employee so that if he withdraws from the plan or dies, the entire equity accumulated, including interest and dividends, belongs to the employee, or his beneficiaries. This type of plan is known as a "total refund" plan and the chief advantages which it permits are greater freedom concerning age at which retirement starts, the privilege of increasing premiums or making additional one sum payments in order to secure a larger retirement income, the privilege on withdrawing from position to continue premiums at own expense, and a death benefit amounting to entire equity accumulated including dividends. This type of plan has of course distinct advantages for the worker but the cost of adequate benefits under such a plan would be prohibitive if offered by a commercial company. It was necessary therefore for the C.O.S. committee to decide what features were considered the most essential and could be purchased within the amount of money considered available for the purpose.

How much the workers and the agency should contribute to the plan, at what age the worker should be retired, and how much income he should receive in the form of an annuity are the major considerations in a discussion of this kind. It was decided that 5% of salaries received was the maximum amount that employees should be expected to contribute to the plan and that because of the very liberal withdrawal privileges the C.O.S. should not be expected to contribute an amount which was substantially higher than that contributed by the employees. Thus the total premium costs were limited to approximately 10% of the payroll. The retirement age relates very definitely to expense since the lower the retirement age the more expensive the plan becomes. The C.O.S. committee felt that with a staff composed chiefly of women a retirement age of 60 years was more practical than 65 and should be considered an essential provision. In considering the amount of retirement annuity it was found that the half average salary base was a usual one and

this seemed adequate and reasonable to the committee.

Within these specifications a group contract with an insurance company could be purchased only by foregoing some of the individual benefits possible in a "total refund" plan. In a group plan the premiums paid by the employer are not a certain constant proportion of the employee's salary but rather a certain constant proportion of the total payroll which is made up of larger amounts for older workers and smaller amounts for younger ones. With such a plan it is necessary to have a specified age at which retirement income normally starts (with certain provisions for earlier retirement); a fixed amount of retirement income (in proportion to the employee's salary and years of service); a withdrawal plan which provides for an annuity to start at the specified retirement age, or a cash refund, but not the privilege of converting the policy into an individual one which can be continued independently; and a life interest only in the equity accumulated by the employer's payments, the "refund" at death amounting only to that part of the equity which the employee has accumulated by his own payments. This type of plan is about 25% cheaper than a "total refund" plan since the amounts paid in by the employer are not refunded at death and this reduces the total premiums necessary to provide the desired benefits. To make more adequate provision for the beneficiaries of an employee a supplementary death benefit can be provided through group life insurance. The C.O.S., however, decided not to carry this extra insurance.

In the C.O.S. plan the employees' contributions of 5% are deducted semi-monthly from the salary checks. This proportion will remain constant but the 5% paid by the C.O.S. may change slightly from time to time due to age distribution and other factors.

The retirement age of 60 marks both the completion of all contributions and the actual retirement of the employee unless further employment beyond this age is voted by the Board. With the consent of the C.O.S., a worker may retire before normal retirement date on a reduced scale of retirement annuity. On retiring a worker may elect to receive a reduced amount of retirement annuity, all or part of which will be continued to his surviving dependent for the balance of the dependent's lifetime.

In computing the amount of retirement income to be received it is necessary to consider age, salary, and years of service. Two percent of each year's salary for 25 years will yield an annuity of half the average salary received during that time. On a 1.5% basis it takes 35 years. These are the most common bases used in commercial

plans. The C.O.S. decided to use a $1\frac{2}{3}\%$ base which yields a half average salary annuity after 30 years. Thus the annual retirement income for a worker coming on the staff at exactly 30 years of age would amount to half average salary at age 60; if employed before age 30 the annuity would be higher than half average salary, and if employed after age 30 it would be less than half average salary. For example: a worker engaged at 30 at \$1800, increased at 35 to \$2400, and at 40 to \$3000, would receive an annuity of \$1350 (half of average salary of \$2700). A worker engaged at 25 at \$1000, increased at 30 to \$1200, at 35 to \$1500, and at 40 to \$1800 would receive an annuity of \$910 (\$130 more than half the average salary of \$1560). Workers joining the staff after 30 will not fare as well but it is hoped that as other social agencies adopt similar plans these workers will have built up retirement plan benefits elsewhere.

In adopting any plan of this kind there is always the question of how to provide for workers already on the staff who cannot in the remaining years between their present ages and age 60, build up an annuity which will approximate the half average salary base. The purposes of the plan in providing for retirement on a systematic basis are of course defeated if no special provision is made for this group. For this reason many commercial companies and social agencies which have adopted plans of this kind have made a lump sum payment to cover the past service of their present employees. The C.O.S. decided that as workers under 30 still had an opportunity to build up annuities amounting to half their average salaries no past service payments should be made for them. About half of the staff fell in this group. The amount paid for workers over 30 years of age was sufficient to approximate the half average salary annuity base. It was based on 1% of present salary for each year of past service, exclusive of the first year. Using present salaries made the annuities a little higher than if past average salaries had been used. This group will not fare as well as if the plan had been in operation since they reached age 30 but on the other hand they have not been contributing anything to the plan during these years. The past service payment was considered a very generous one on the part of the staff who were benefited by it.

The principle laid down by the AASW committee to the effect that "the contract should not make it difficult or impossible for the social worker to accept change of employment to the best professional advantage" was considered of paramount importance to the C.O.S. committee. Some plans provided that after long periods of service, such as 20 or 25 years, the amount paid in by the em-

ployer would be returned to the worker in the form of an annuity at retirement age, but the idea that change from employer to employer should be encouraged, or that the amount paid in by the employer belonged to the worker from the start, seemed a rather radical one. The insurance company agreed, however, to a provision in the C.O.S. plan whereby a worker, on completion of three years of membership in the plan, is entitled not only to the amount he has contributed himself to the plan but also to the amount which the C.O.S. has contributed on his behalf, in the form of a paid-up annuity to yield an income at retirement age. If a cash refund is chosen the worker foregoes the amount paid in by the C.O.S. since the whole idea of the scheme is to provide annuities in later life. Any period of time under three years was not considered practical because of the small amount of annuity involved. In the event of a worker's leaving before completion of three years of membership he is refunded the amount which he himself has contributed to the plan. In this case the refund is ordinarily taken in cash.

Workers become eligible for participation in the plan after they have completed one year of continuous service as regular staff members. Workers definitely engaged as temporary workers and workers-in-training are not considered regular staff members until taken on the regular staff. Both professional and clerical members of the staff are eligible for participation in the plan.

There was considerable discussion in the C.O.S. as to whether or not participation in the plan should be voluntary or mandatory. Although some of the board members and staff did not like the idea of a mandatory plan, there were others who felt that as it was a group plan with a social objective there could not be too much regard for individual preferences or circumstances. It was pointed out that there was always a tendency to minimize future hazards, which if they did occur either left the individual unprotected or put responsibility totally on the agency, so that the agency as employer really had a right to make the plan obligatory. There was also the insurance company requirement which made it necessary to secure 75% participation on the part of the staff. It was decided to make the plan mandatory for all new workers and to expect participation from the present staff, requiring good reasons for non-participation. The results showed 95% participation on the part of the 176 eligible staff members. Of the 9 who did not participate two were planning to leave the C.O.S. immediately and the others wished only to postpone participation.

HELEN I. FISK

Directory Orders

Remittances from members who ordered copies of the Directory of Members at the pre-publication price (\$1.50, paper cover, \$2.00, cloth cover) fell off considerably during April.

No doubt many persons have overlooked or mislaid the bills mailed in February.

Within a short time it will be necessary to place an expiration date after which orders for the Directory will be filled only at the regular price of \$5.00 per copy.

If you ordered a copy at the pre-publication price and as yet have not sent your check or money order, mail it today and your copy will go forward to you in the next mail, post-paid.

Chapter Membership Count

A complete count of the membership by chapters and states is taken annually on January 1st. These figures establish the basis for representation at the Association Delegate Conference and for budget estimates. Lists of chapter members as of January 1, 1936 were recently sent to the chapters to serve as the master list for the calendar year. Responsibility for keeping this list of chapter members up to date between annual counts rests with the chapter.

The following shows the complete membership count as of January 1, 1936:

CHAPTER MEMBERSHIP COUNT as of January 1, 1936

	Junior	Senior	Total	Total by State
Alabama Chap.	9	37	46	46
Arizona Chap.	4	11	15	15
Arkansas Chap.	5	17	22	22
California				719
Non Chapter	4	14	18	
Los Angeles Chap.	39	338	377	
No. Calif. Chap.	21	252	273	
San Diego Chap.	2	49	51	
Colorado				134
Non Chapter	3	2	5	
Colo. Springs Chap.	3	9	12	
Denver Chap.	39	78	117	
Connecticut Chap.	4	219	223	223
Delaware Chap.	1	26	27	27
Washington, D. C., Chap.	17	242	259	259
Florida Chap.	13	45	58	58
Georgia				114
Non Chapter	7	16	23	
Atlanta Chap.	8	83	91	
Hawaii Chap.	—	27	27	27
Idaho	—	2	2	2
Illinois				865
Chicago Chap.	159	636	795	
Illinois Chap.	11	59	70	
Indiana				110
Indianapolis Chap.	16	94	110	
Iowa Chap.	9	89	98	98
Kansas				62
Non Chapter	4	30	34	
Wichita Chap.	1	27	28	
Kentucky				76
Non Chapter	4	8	12	
Louisville Chap.	8	56	64	

	Junior	Senior	Total	Total by State
Louisiana				149
Non Chapter	3	17	20	
New Orleans Chap.	27	102	129	
Maine	2	12	14	14
Maryland				160
Non Chapter	—	12	12	
Baltimore Chap.	11	137	148	
Massachusetts				353
Non Chapter	—	5	5	
Boston Chap.	7	237	244	
S. E. Mass. Chap.	2	29	31	
Western Mass. Chap.	2	42	44	
Worcester Chap.	1	28	29	
Michigan				350
Non Chapter	2	46	48	
Detroit Chapter	10	259	269	
Grand Rapids Chap.	2	21	23	
Kalamazoo Chap.	1	9	10	
Minnesota				298
Non Chapter	2	4	6	
Arrowhead Chap.	2	9	11	
Twin City Chap.	38	243	281	
Mississippi	6	3	9	9
Missouri				419
Non Chapter	9	21	30	
Kansas City Chap.	7	76	83	
St. Louis Chap.	68	238	306	
Montana	2	6	8	8
Nebraska Chap.	10	47	57	57
Nevada	—	5	5	5
New Hampshire	1	10	11	11
New Jersey Chap.	13	229	242	242
New Mexico	1	12	13	13
New York				1744
Non Chapter	4	77	81	
Buffalo Chap.	15	136	151	
Fort Orange Chap.	2	49	51	
New York City Chap.	67	1234	1301	
Rochester Chap.	4	107	111	
Syracuse Chap.	3	46	49	
North Carolina Chap.	4	34	38	38
North Dakota	4	10	14	14
Ohio				898
Non Chapter	6	40	46	
Akron Chap.	2	30	32	
Cincinnati Chap.	15	177	192	
Cleveland Chap.	64	390	454	
Columbus Chap.	6	66	72	
Dayton Chap.	3	40	43	
Toledo Chap.	8	51	59	
Oklahoma Chap.	17	32	49	49
Oregon Chap.	3	49	52	52
Pennsylvania				874
Non Chapter	7	55	62	
Erie Chapter	—	23	23	
Harrisburg Chap.	1	61	62	
Lehigh Valley Chap.	—	24	24	
N. E. Pa. Chap.	1	44	45	
Philadelphia Chap.	11	363	374	
Pittsburgh Chap.	73	195	268	
Reading Chap.	1	15	16	
Rhode Island Chap.	2	78	80	80
South Carolina Chap.	8	17	25	25
South Dakota	7	7	14	14
Tennessee				57
Non Chapter	—	8	8	
Memphis Chap.	—	22	22	
Nashville Chap.	5	22	27	
Texas				140
Non Chapter	1	6	7	
North Texas Chap.	6	38	44	
South Texas Chap.	5	84	89	
Utah				32
Salt Lake City Chap.	7	25	32	
Vermont	—	12	12	12
Virginia				152
Non Chapter	8	28	36	
Lynchburg-Roanoke Chap.	2	16	18	
Richmond Chap.	25	73	98	
Washington				135
Non Chapter	7	14	21	
Seattle-Tacoma Chap.	33	81	114	
West Virginia	3	13	16	16
Wisconsin				166
Non Chapter	3	27	30	
Madison Chap.	4	26	30	
Milwaukee Chap.	7	99	106	
Wyoming	1	1	2	2
Foreign				53
Canada	1	14	15	
Puerto Rico	7	16	23	
Miscellaneous	—	15	15	
Incorrect Addresses	10	44	54	54
TOTAL	1093	8459	9552	9552

Chapter Projects

Cincinnati—"Civil Service and Professional Education and Their Relation to the Public Department" was the subject of a recent chapter meeting arranged by the Professional Education Committee. Speakers emphasized the importance of cooperation of social workers in analyzing public social work positions, indicating background and experience necessary for each, promotion of legal registration or certification so as to limit civil service examinations to the registered group, and recognition of fact that personnel records of local public welfare department show that public social work requires the same bases of preparation and qualifications as private social work.

Delaware—The Personnel Practices Committee has been making a study of agency practices with the idea of arriving at a formulation of employment practices which the chapter can endorse as its standard.

Detroit—The Executive Committee protested the dismissal without cause of five probation officers of the Records Court in a letter addressed to the judges, the governor and the press.

Hawaii—Uniform policies of personnel standards for social agencies in Honolulu have been under discussion by the Committee on Personnel Standards and Practices. Agreement was reached that the standard for any workers should be two years of graduate work in a school of social work. Action was taken that the Council of Social Agencies be requested to appoint a committee to work with the University of Hawaii to establish a training school for social work. It was also decided that the Committee on Personnel Standards would develop a manual to assist agencies in the selection of workers where it is necessary to use untrained persons as apprentices.

New Jersey—The Committee on Social Security sent recommendations to the State Social Security Commission in regard to legislation indicated by the federal grants-in-aid section of the Social Security Act, and legislation modifying general administration of public welfare in New Jersey to conform to provisions of the Social Security Act.

New Orleans—The Committee on Government and Social Work is meeting daily to consider the state and local relief situation and to present facts and comments on it to the press and to national officials and representatives.

Salt Lake City—Responsibility for interpreting to the community the need for trained personnel in the State Division of Charities has been accepted by the chapter. The chapter has protested the dismissal of the present director of that Division.

Seattle-Tacoma—The Social Actions Committee has been requested by the Executive Committee to prepare material for lay group on a national relief program, to sponsor the AASW federal assistance program and to interpret it to the community.

California Inter-Chapter Council—The Council voted to have two members attend the meeting of the State Relief Commission to urge the necessity of maintaining present standards of relief and formulation of a permanent state program for relief.

New York State Council—Plans are being made to organize a conference with the State Civil Service Commission and the Joint Vocational Service to bring before the Commission the fact that there is available to them a body of professional opinion and services.

Books

An Experiment in Providing Instruction for Relief Workers, M. Antoinette Cannon. Bulletin of New York School of Social Work, October, 1935.

MARY CLARKE BURNETT*

Miss Cannon's account of her experience in conducting this experiment is full of interest for administrators and supervisors of relief agencies who are struggling with the task of developing a "case work service of relief" with staffs of workers without previous professional education and experience, and for those who are teaching social case work in a period when the distribution of public relief occupies such an important place in the whole field of social work.

The analysis of the fifteen sessions which composed one institute is particularly valuable in that it gives a picture of the instructor's approach to the group of 65 students, the response of those students to the material introduced and shows clearly the development of the underlying theme. Prefacing this analysis, Miss Cannon gives a vivid account of the problems and point of view of the relief staffs in Texas which enables us to see the teaching problems with which she was faced. It is particularly interesting to one who has had responsibility for the development of a teaching program in the Emergency relief organization of Pennsylvania, to note the great similarity between the attitudes of relief workers in the two states, despite the differences of locale. Dissatisfaction in the discussion of problems which eventuates in no "answer" to their questions, a reliance on

* Mrs. Burnett is Director of Training, Pennsylvania State Emergency Relief Board, and also Head, Department of Social Work, Carnegie Institute of Technology, Pittsburgh.

the security conferred by a "rule," and a strong identification with community attitudes about relief and its recipients are apparently modes of behavior and feeling which are characteristic of relief workers wherever found.

Miss Cannon points out that the contribution of the social case worker to the relief situation is that of "introducing an element of common-sense or practical judgment into the working of an organization otherwise highly mechanical" and that only in this way can we "avoid dependence upon the pulling and hauling of selfish interests for the incidence of our relief."

If this may not appear at first sight to challenge all the skills which social case workers have been attempting to develop and acquire during recent years, a reading of the lecture outline will, I believe, be sufficient proof to the contrary. Although the discussion is pointed to the relief job, Miss Cannon introduces record material from other fields in order to help her students to realize that problems of "deception," "wrong attitudes," etc., are the material with which social workers everywhere are dealing, and that the understanding which the relief worker needs is no different basically from that which a worker in a children's agency must use. It is an interesting point in teaching method to note that Miss Cannon began her discussions with an informal lecture on "dependency and responsibility" and at the fourth session dropped the pursuit of general subject matter "in spite of the fact that the students seemed much interested in it." At this point she introduced case records from other agencies, and at the eighth session began the discussion of cases supplied by the students themselves. In the final session she concluded with an exposition based on the introduction to *The Dynamics of Therapy*, emphasizing Dr. Taft's statement that social workers should understand psychoanalytic theory, either because they are going to accept responsibility

for using it as a deliberate skill or else because they are going to take responsibility for avoiding its use and sticking to "a concrete non-psychological service." This method of presentation should dispose of the argument—introduced into practically every discussion with relief workers—of whether or not "we do case work in this agency." It may remain an open question, however, as to whether or not the relief workers were able to make full use of the record material from other agencies, or whether they may have entertained some doubts as to its applicability to their own jobs. At least it has been found impractical with most of the groups in Pennsylvania to arouse interest in such material. Even records drawn from city relief agencies are rejected by rural workers, and those whose territory is in the hard coal field cannot consider the problems of a bituminous miner as having reality for them!

The fears of some who have decried the use of the short course or institute, and who have been alarmed at the development of agency as opposed to school training in its effect upon professional education should be allayed by a perusal of this bulletin. As Mr. Lee points out, in his introduction, such short-cut programs are essential in face of the size of the training problems and they will make a genuine contribution to professional education if they are conceived and executed as in this case in harmony with the spirit of the best standards that have been developed in that field. It may also be said that this first-hand contact with the realities of the relief situation, and the challenge presented by these workers who are aptly described as "the grain of corn between the millstones of the receiver and the giver" of relief is a stimulating experience for the teacher and may be the means of enriching the content and method of case work instruction as given through the more orthodox channels of the schools of social work.

CORRECT ADDRESSES NEEDED

A list of members for whom the national office does not have correct addresses is again published in *The Compass* in the hope that anyone who has information that will assist in locating these members will communicate with the national office.

Meantime, *The Compass* or any other direct communication such as the recent directory questionnaire, from the national office to individual members cannot reach those whose addresses are incorrect:

Bach, Mrs. Roland R., 717 N. Ridgeland Avenue, Oak Park, Ill.
Barber, Mrs. Edith A., Somerset, Pa.
Barker, Margaret B., 170 Spring Street, Rochester, N. Y.
Beltz, Herbert A., Jr., c/o Camp Thistledew, Tago, Minn.
Bidgood, Isabel L., 3403 Fairview Avenue, Baltimore, Md.
Blauvelt, Jean, 50 Monroe Place, Brooklyn, N. Y.

Brace, Elsie, 177 St. Joseph Avenue, Long Beach, Calif.
Brace, Mayna J., 8227 Lookout Mt. Avenue, Los Angeles, Calif.
Brown, Mrs. Arthur T., 1918 Arthur Avenue, Bronx, N. Y.
Buckley, Grace E., Ingleside, Neb.
Bushey, Pauline, N. M. Rel. Admin., Silver City, N. M.
Caldwell, Marvel, 768 W. Washington Avenue, Madison, Wisc.

Carbeau, Kathryn M., 704 Cathedral Street, Baltimore, Md.
Champion, Helen, 4709 Oakwood, Los Angeles, Calif.
Clark, Grace H., R. F. D. No. 1, Milford, Conn.
Cochran, Gladys, 1406 Linden Avenue, Nashville, Tenn.
Cohen, Esther, Brookline, Mass.
Conant, Margaret, 4529 Spruce Street, Philadelphia, Pa.

Miss Natalia Greensfelder
Dept. of Public Welfare
Div. of Visitation of Child.
Springfield, Ill.

- Cooper, Elizabeth, 2508 Ridge Road, Berkeley, Calif.
- Cowles, Mrs. Cornelia R., Brecksville Station, North Royalton, Ohio.
- Crysler, Joyce, 229 E. Indiana, St. Paul, Minn.
- Darby, Elizabeth, 1027 So. Dakota, Tampa, Fla.
- Davis, H. LaVerne, 10507 Lake Avenue, Suite 305, Cleveland, Ohio.
- Eddingsfield, Ina D., Blankenburg School, Merion and Girard Avenue, Philadelphia, Pa.
- Emden, Belle, General Delivery, Indianapolis, Ind.
- Evans, Dorothy, 3128 Colby, Everett, Wash.
- Feldman, Ella V., 32 Paris Street, Pawtucket, R. I.
- Ferguson, Isabelle, 3129 Franklin Street, Detroit, Mich.
- Fertig, Ruth Mead, 1414 E. 59th Street, Chicago, Ill.
- Fish, Marjorie, 1027 So. Dakota, Tampa, Fla.
- Garnish, Ralph J., 226 South Main Street, Providence, R. I.
- Gayle, Nannie M., 416 Milam Street, Houston, Texas.
- Godley, Mary Frances, 3620—16th Street, N.W., Washington, D. C.
- Gough, Mrs. Hilda Heinz, c/o Baltimore Transient Bureau, 1114 E. Baltimore Street, Baltimore, Md.
- Halliday, Mrs. Neola Parr, 2942 Bell Avenue, St. Louis, Mo.
- Hamilton, Minnie, 314—8th Street, Des Moines, Ia.
- Harle, Marjorie, 11 Atkinson Street, Rochester, N. Y.
- Hartin, Ruth E., 225 Meigs Street, Rochester, N. Y.
- Hastings, Elizabeth, 4700 16th Street, N.W., Washington, D. C.
- Hawkins, Mrs. Julia Young, 761 Walton Avenue, St. Louis, Mo.
- Hayes, Marian, 746 W. Lexington Street, Baltimore, Md.
- Henderson, Mary Ella, 1623 W. Grace Street, Richmond, Va.
- Hess, Mrs. Mary Jane L., 430 S. 40th Street, Philadelphia, Pa.
- Holden, Katherine L., Methodist Orphans' Home Assn., 4385 Maryland Avenue, St. Louis, Mo.
- Howell, Sarah A., 2005 Kansas Avenue, Richmond, Va.
- Howitz, Catherine, Dept. of Outdoor Relief, Sheboygan, Wisc.
- Hubbard, Elberta, East Aurora, N. Y.
- Hunt, Amanda B., 1609 Rydalmount Road, Cleveland, Ohio.
- Hurst, Fernlee Weinreb, 5400 Harper Avenue, Chicago, Ill.
- Irwin, Mary, 223 Washington Avenue, Bridgeport, Conn.
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